

# Recommendations

For

Attracting Early Career Professionals  
to SMiRT Activities

# Informal Committee

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- Susumu Nakamura
- Bob Tripathi
- Eric Mathet
- Annie Kammerer
- Nawal Prinja
- Cheryl O'Brien, co-chair
- Bret Tegeler, co-chair

# Value Proposition

- Early career participants will benefit from knowledge transfer; build contacts
- The conference will benefit from early career perspective, ideas, change, and future vision/mission
- Future IASMiRT administrative and technical coordination positions will have a potential list of candidates

# Methodology

- Volunteers sought from the ISC to populate the informal committee
- Committee identified five possible initiatives during the fall of 2013
- Dialogued on the five through 2014 and “voted” to promote two initiatives

# First Proposed Initiative

1. Early bird registration fee applicable to all early career attendees regardless of the deadline
  - Implementation:
    - Define early career as those starting their career in the nuclear sector within the last 10 years.
    - Board and organizers review budget impact. (Viewed as cost neutral since those deciding to attend after the early bird deadline would otherwise not attend.)
    - Organizers modify online registration to allow early bird fee after the deadline. (Honor system will be invoked since verifying when attendees began their career would be subjective and laborious.)
    - Organizers capture self identification as early career and specify on name tags.
    - Board baselines and monitors early career attendance over multiple conferences.

# Second Proposed Initiative

2. “Hour with an Expert” forums offered for self identified early career participants
  - Implementation:  
The Informal committee...
    - targets and solicits two experts on two topics to volunteer
    - works with organizers to schedule forums
    - provides moderators prepared with questions to elicit discussion
    - works with organizers to advertise and promote
    - works with organizers to provide refreshments and a casual venue
    - solicits feedback from participants.

# Conclusion

- Next steps:
  1. Approval or redirection
  2. Identify working relationships
  3. Continuation or dissolution of informal committee.